SGG15-2

JANUARY 1991

OREGON LABOR TRENDS

State of Oregon • Employment Division • Department of Human Resources

INDICATORS

UNEMPLOYMENT RATE

Oregon (Seas. Adj.)

Nov.	1990	6.0
Oct.	1990	6.0
Nov.	1989	5.8

United States (Seas. Adj.)

Nov.	1990	5.9
Oct.	1990	5.7
Nov.	1989	5.3

WAGE AND SALARY EMPLOYMENT INDEX

Oregon (1977=100)

Nov.	1990	133.5
Oct.	1990	133.3
Sept.	1990	133.1
Aug.	1990	133.7
July	1990	133.0

PRODUCTION WORKER AVERAGE HOURLY EARNINGS

Oregon

Oct.	1990	$11.20
Sept.	1990	$11.13
Oct.	1989	$10.78

PRODUCTION WORKER AVERAGE WEEKLY HOURS

Oregon

Oct.	1990	39.8
Sept.	1990	40.6
Oct.	1989	40.2

CONSUMER PRICE INDEX (CPI)

1982-84=100
ALL URBAN CONSUMERS

Portland-Vancouver	
Jan.-June 1990	124.9
Yearly change	4.7%
Annual Average 1989	120.4
Yearly change	5.0%
United States	
Nov. 1990	133.8
Yearly change	6.3%
Annual Average 1989	124.0
Yearly change	4.8%

Portland Hotline 326-4132

OREGON'S ECONOMY— "KINDER AND GENTLER"

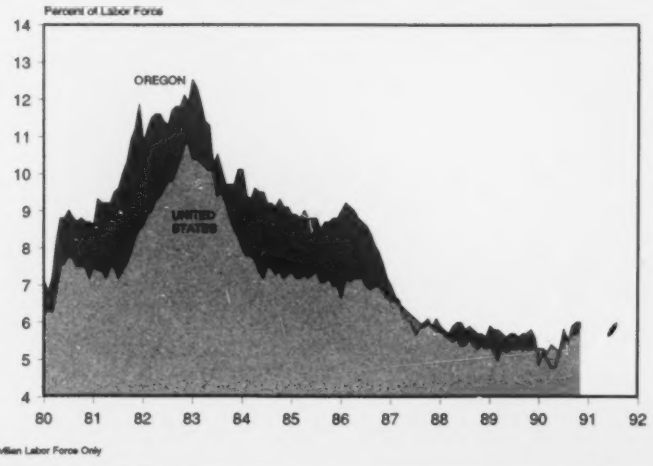
Jeff Hannum

Oregon's economy continued to defy the "winds of recession" in November as the seasonally adjusted unemployment rate remained at October's 6.0% while nonfarm payroll employment managed to eke out a 1,900 gain after adjusting for normal seasonal trends. As a result, the state's wage and salary employment index rose by two-tenths to 133.5, just shy of its all-time high of 133.7 in August. In addition, October's employment index was revised upward by one-tenth of a point. Normally, this amount of improvement wouldn't be much to crow about, but these are not normal times.

Recent economic reports clearly indicate that the national economy is in a "meaningful downturn" (this is Federal Reserve Chairman Alan Greenspan's recent euphemism for what economists used to call "recession"). Although the U.S. economy was languishing even before Iraq's invasion of Kuwait on August 2, the volatile and uncertain situation in the Persian Gulf now appears to be taking a heavy toll. Soaring oil prices reignited inflation fears, boosted interest rates, drained purchasing power, and perhaps most importantly, sent consumer and business confidence plummeting. For example, the University of Michigan's consumer confidence index fell more sharply between July and October than in any three-month period in at least 40 years! Given the importance of consumer spending (it accounts for two-thirds of the nation's economy) and retail sales (about half of consumer spending), this spells bad news.

In the past couple of months, the nation's economic slide has accelerated. As a result, the Federal Reserve has finally shifted its focus from fighting inflation, which now seems to be largely confined to the energy-related sectors, to fighting recession. Unfortunately, the Fed's policy actions, which include raising bank reserves and lowering certain interest rates in order to encourage bank lending, will take perhaps six months to a year to really impact the economy. In the meantime, we can expect more bad economic news.

SEASONALLY ADJUSTED UNEMPLOYMENT RATES
OREGON AND THE UNITED STATES



OREGON NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT
(BY PLACE OF WORK)

INDUSTRY	NOV.1/ 1990	OCT.2/ 1990	NOV. 1989	CHANGE FROM OCT. 1990	CHANGE FROM NOV. 1989
TOTAL 5/	1,266,400	1,269,800	1,235,200	- 3,400	31,200
WAGE & SALARY EMPLOYMENT INDEX 6/	133.5	133.3	130.2	XXX	XXX
GOODS PRODUCING INDUSTRIES 7/	265,000	274,100	266,000	- 9,100	- 1,000
SERVICE PRODUCING INDUSTRIES 8/	1,001,400	995,700	969,200	5,700	32,200
TOTAL MANUFACTURING	211,900	218,600	217,500	- 6,700	- 5,600
DURABLE GOODS	152,900	155,700	158,200	- 2,800	- 5,300
LUMBER & WOOD PRODUCTS	59,300	62,000	67,500	- 2,700	- 8,200
LOGGING	10,400	11,700	12,200	- 1,300	- 1,800
SAWMILLS	19,500	20,000	22,900	- 500	- 3,400
VENEER & PLYWOOD	12,500	13,000	15,800	- 500	- 3,300
MILLWORK & STRUCTURAL WOOD	10,500	10,800	10,400	- 300	100
MOBILE HOMES	2,100	2,100	1,900	0	200
OTHER WOOD PRODUCTS	4,300	4,400	4,300	- 100	0
FURNITURE AND FIXTURES	3,000	3,200	3,000	- 200	0
STONE, CLAY, GLASS & CONCRETE	4,400	4,600	4,300	- 200	100
PRIMARY METALS	11,700	11,700	11,300	0	400
BLAST FURNACES, IRON & STEEL 9/	6,100	6,100	5,800	0	300
NONFERROUS METALS 9/	5,600	5,600	5,500	0	100
FABRICATED METALS	11,700	12,000	12,000	- 300	- 300
FABRICATED STRUCTURAL METALS	5,200	5,300	5,000	- 100	200
OTHER FABRICATED METALS	6,500	6,700	7,000	- 200	- 500
MACHINERY	16,900	17,200	17,600	- 300	- 700
OFFICE & COMPUTING MACHINES	4,600	4,700	4,600	- 100	0
OTHER MACHINERY	12,300	12,500	13,000	- 200	- 700
ELECTRONIC & OTHER ELECTRIC EQUIPMENT 9/	17,500	17,300	16,300	200	1,200
TRANSPORTATION EQUIPMENT	13,600	12,900	10,000	700	3,600
INSTRUMENTS & RELATED PRODUCTS 9/	11,100	11,100	12,200	0	- 1,100
MISCELLANEOUS MANUFACTURING	3,700	3,700	4,000	0	- 300
NONDURABLE GOODS	59,000	62,900	59,300	- 3,900	- 300
FOOD & KINDRED PRODUCTS	23,300	27,100	23,900	- 3,800	- 600
CANNING & PRESERVING	11,600	15,300	12,400	- 3,700	- 800
OTHER FOOD PRODUCTS	11,700	11,800	11,500	- 100	200
TEXTILE MILL PRODUCTS	1,700	1,700	1,800	0	- 100
APPAREL	2,600	2,600	2,700	0	- 100
PAPER & ALLIED PRODUCTS	9,100	9,100	9,100	0	0
PRINTING & PUBLISHING	14,400	14,300	13,900	100	500
CHEMICALS & ALLIED PRODUCTS	2,300	2,300	2,200	0	100
PETROLEUM & ASPHALT PRODUCTS	500	500	400	0	100
RUBBER & PLASTIC PRODUCTS	4,600	4,800	4,800	- 200	- 200
LEATHER PRODUCTS	500	500	500	0	0
TOTAL NONMANUFACTURING	1,054,500	1,051,200	1,017,700	3,300	36,800
MINING & QUARRYING	1,400	1,500	1,400	- 100	0
CONSTRUCTION	51,700	54,000	47,100	- 2,300	4,600
BUILDING CONSTRUCTION	11,900	12,400	11,700	- 500	200
HEAVY CONSTRUCTION	6,200	7,300	6,100	- 1,100	100
SPECIAL TRADE CONTRACTORS	33,600	34,300	29,300	- 700	4,300
TRANSPORTATION, COMMUNICATIONS, & UTILITIES	64,400	64,900	64,200	- 500	200
TRANSPORTATION	43,200	43,600	42,900	- 400	300
RAILROAD	3,800	3,800	3,900	0	- 100
TRUCKING & WAREHOUSING	24,500	24,900	24,900	- 400	- 400
OTHER TRANSPORTATION	14,900	14,900	14,100	0	800
COMMUNICATIONS	12,300	12,400	12,500	- 100	- 200
UTILITIES	8,900	8,900	8,800	0	100
TRADE	330,300	327,400	323,900	2,900	6,400
WHOLESALE TRADE	83,800	84,100	80,600	- 300	3,200
DURABLE GOODS	48,400	48,400	46,800	0	1,600
MACHINERY, EQUIPMENT, & SUPPLIES	11,400	11,400	10,900	0	500
OTHER DURABLE GOODS	37,000	37,000	35,900	0	1,100
NONDURABLE GOODS	35,400	35,700	33,800	- 300	1,600
GROCERIES & RELATED PRODUCTS	13,800	14,200	13,500	- 400	300
OTHER NONDURABLE GOODS	21,600	21,500	20,300	100	1,300
RETAIL TRADE	246,500	243,300	243,300	3,200	3,200
BUILDING MATERIALS & GARDEN SUPPLIES	9,400	9,500	8,400	- 100	1,000
GENERAL MERCHANDISE	31,400	30,700	33,800	700	- 2,400
FOOD STORES	41,800	42,100	40,800	- 300	1,000
AUTO DEALERS & SERVICE STATIONS	29,400	29,500	29,200	- 100	200
APPAREL & ACCESSORY STORES	10,900	10,200	10,900	700	0
FURNITURE & HOME FURNISHINGS	10,200	9,700	9,800	500	400
EATING & DRINKING PLACES	86,600	87,300	83,700	- 700	2,900
MISCELLANEOUS RETAIL	26,800	24,300	26,700	2,500	100
FINANCE, INSURANCE, & REAL ESTATE	77,500	77,400	75,500	100	2,000
FINANCE	28,100	28,000	28,100	100	0
INSURANCE	22,300	22,200	22,000	100	300
REAL ESTATE	27,100	27,200	25,400	- 100	1,700
SERVICES	297,200	297,400	282,700	- 200	14,500
HOTELS & OTHER LODGING PLACES	19,100	20,000	18,200	- 900	900
PERSONAL SERVICES	11,200	11,000	10,600	200	600
BUSINESS SERVICES	47,800	48,400	46,900	- 600	900
AUTOMOTIVE & MISC. REPAIR SERVICES	15,600	15,700	15,300	- 100	300
MOTION PICTURES & AMUSEMENTS	13,700	13,400	13,300	300	400
HEALTH SERVICES	88,700	88,300	83,600	400	5,100
LEGAL SERVICES	9,000	8,900	8,600	100	400
PRIVATE EDUCATION	17,200	17,200	15,200	0	2,000
SOCIAL SERVICES	26,700	26,300	25,100	400	1,600
ENGINEERING & MANAGEMENT SERVICES	20,600	20,400	19,200	200	1,400
OTHER SERVICES & NEC	27,600	27,800	26,700	- 200	900
GOVERNMENT	232,000	228,600	222,900	3,400	9,100
FEDERAL GOVERNMENT	32,500	33,100	32,400	- 600	100
STATE GOVERNMENT	62,300	62,500	60,100	- 200	2,200
EDUCATION	26,800	26,300	25,800	500	1,000
OTHER STATE	35,500	36,200	34,300	- 700	1,200
LOCAL GOVERNMENT	137,200	133,000	130,400	4,200	6,800
EDUCATION	86,900	84,700	83,900	2,200	3,000
OTHER LOCAL	50,300	48,300	46,500	2,000	3,800
LABOR-MANAGEMENT DISPUTES 10/	0	300	2,000	- 300	- 2,000

OREGON RESIDENT LABOR FORCE
(BY PLACE OF RESIDENCE)

	NOV.1/ 1990	OCT.2/ 1990	NOV. 1989	CHANGE FROM OCT. 1990	CHANGE FROM NOV. 1989
CIVILIAN LABOR FORCE 3/	1,514,500	1,520,900	1,466,500	-6,400	48,000
UNEMPLOYMENT	84,400	81,400	78,200	3,000	6,200
PERCENT OF LABOR FORCE	5.6	5.4	5.3	XXX	XXX
SEASONALLY ADJUSTED PERCENT	6.0	6.0	5.8	XXX	XXX
TOTAL EMPLOYMENT 4/	1,430,100	1,439,500	1,388,300	-9,400	41,800

1/ Preliminary
2/ Revised
3/ Includes employed and unemployed individuals 16 years and older, adjusted for multiple job-holding and commuting.
4/ Includes nonagricultural wage and salary, self-employed, unpaid family workers, domestics, farm workers, and labor disputants.
5/ Includes full- and part-time nonfarm wage and salary workers in pay periods including the 12th of the month. Proprietors, self employed, private household workers and armed forces excluded. Note: These data are estimated in cooperation with the U.S. Bureau of Labor Statistics and the Employment and Training Administration. All data are based on the 1987 Standard Industrial Classification (SIC) codes.
6/ Total nonagricultural wage and salary employment, seasonally adjusted, and indexed to 1977. Data on the earlier index (1972 = 100) can be converted to the 1977 base period by multiplying by a factor of 0.8264, the ratio between 1972's annual average employment (774,300) and that of 1977 (936,900).
7/ Goods producing industries include manufacturing, mining, and construction.
8/ Service producing industries include transportation, communications, and utilities; trade; finance, insurance, and real estate; services; and government.
9/ Series break. Data for 1988 and thereafter are not comparable to those for 1987 and before.
10/ Employees involved in labor disputes are not included in wage and salary employment counts.

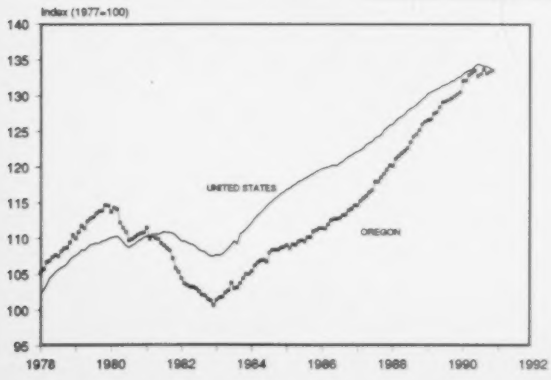
The latest national labor market report is a case in point. The Bureau of Labor Statistics reported that employment dropped sharply in November, and the declines were widespread throughout both the goods and the service sectors of the economy. The number of nonfarm payroll jobs nosedived in November, and October's job loss estimate was revised significantly higher. Nonfarm employment has now declined nationally for five straight months. This worrisome trend is reflected in the accompanying graph showing the nonfarm wage & salary employment indexes for both Oregon and the U.S.

Total employment, as measured by the household survey, had an even sharper drop in November and is now over half a million lower than a year ago. Not surprisingly, the nation's unemployment rate continued to creep higher, up two-tenths to 5.9%. All of the increase in unemployment in November was caused by workers who had lost their jobs rather than quit voluntarily or who were just entering the workforce. What is surprising is that the nation's unemployment rate is only six-tenths of a point higher that last November's 5.3%. A major reason for this relatively mild increase appears to be a decline in labor force participation among teenagers, and to some extent adult women, reflecting their poor job prospects. This tendency of "discouraged workers" to stop seeking employment until the economy improves makes the unemployment rate a lagging economic indicator.

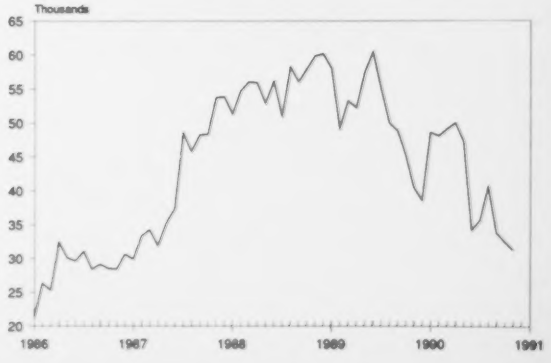
Against this kind of national backdrop, Oregon's economy looks relatively strong. But looks can be deceiving . . . and it depends where you look. For example, Oregon's unemployment rate remained unchanged in November at 6.0%, only two-tenths of a point above one year ago. However, the state's jobless rate has risen over one percentage point since last spring and appears to be headed higher despite little movement in the last two months (see unemployment graph).

And don't forget that Oregon's monthly unemployment rate has a recent tendency to undergo rather large revisions in the end-of-year benchmarking process due to new estimating procedures which began in 1989. (See Fred Klatz's article in the April 1990 issue of *Oregon Labor Trends* for a review of what happened last year.) A similar upward revision to the 1990 unemployment rates would not be surprising for several reasons. First, the Bureau of

NONFARM WAGE & SALARY EMPLOYMENT INDEXES
(SEASONALLY ADJUSTED)



NONAG WAGE & SALARY EMPLOYMENT GROWTH
OVER-THE-YEAR CHANGES



Labor Statistics will be incorporating new population data from the 1990 Census into Oregon's annual benchmark revisions for both employment and unemployment. As a result, anything could happen. Secondly, unemployment insurance (UI) claims data suggest that an upward revision is likely. New (initial) claims for jobless benefits during the first 11 months of this year are 19% higher than the same period in 1989. Yet the state's unemployment rate is only averaging 5.4% for 1990 versus last year's average of 5.7%. Since about 40% of Oregon's unemployed workers receive UI benefits (see related article in this issue) this flip-flop is possible but not very likely. And thirdly, data on nonfarm job openings received (-10%) and individuals placed in jobs (-11%) by Employment Division offices in the first 11 months of 1990 versus the same period in 1989 indicate a weakening labor market. Another good barometer of labor market conditions is the number of nonfarm job openings unfilled for 30 days or more. This indicator is down 17% so far in 1990 versus last year.

This tendency of "discouraged workers" to stop seeking employment . . . makes the unemployment rate a lagging economic indicator.

Now let's look at the employment side of the ledger. As mentioned earlier, nonfarm payroll employment rose by 1,900 after seasonal adjustment in November, boosting the employment index by 0.2. Had it not been for several one-time events, however, a loss would have occurred. For example, government employment included about 2,000 election workers who were on the job for only one or two days. December's job tally will be hurt by their layoff. Also in November, about 1,000 transportation equipment industry workers returned to their jobs following a two-week production curtailment due to weak markets. And in services, early snows allowed ski resorts to open in November in most areas of the state boosting amusements and recreation employment prematurely.

. . . Oregon's construction industry stands at the second highest November level on record . . .

The construction industry also performed very well in November, losing 1,000 fewer jobs than seasonally expected, but this was no one-month fluke. With 51,700 employees, Oregon's construction industry stands at the second highest November level on record, exceeded only by November 1979. Of all the major industry groups, construction will easily have the top employment gain (almost 10%) in 1990 compared with 1989. Strong population growth this year (+1.9%, a 53,000 gain), two-thirds of which is due to net in-migration, is a key reason for the continuing building boom. Another related reason is that single-family home construction is running about 15% above last year's pace as measured by the number of building permits issued through October. Multi-family permits have declined about 5% during the same period, however all permits combined are up 5%.

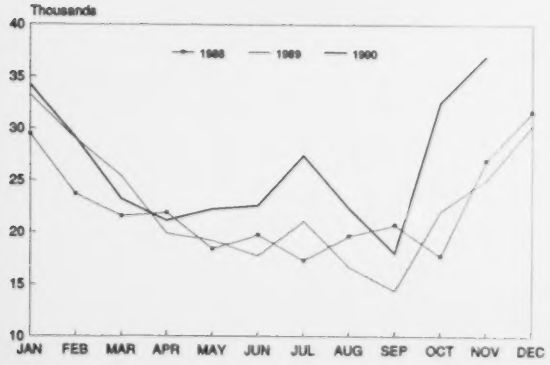
Employment trends in trade were something of a stand-off in November. The wholesale sector performed well, but retail was a mixed bag and fell short of normal seasonal hiring, especially in some department stores which were beginning to feel the impact of cautious consumers and strong retail competition in an uncertain economic climate. Other retail sectors did quite well, however, including furniture and home furnishings and miscellaneous retail which includes specialty stores, mail order firms, and drug stores.

The worst performance in November came in the lumber and wood products industry where the bloodletting continued for the eighth consecutive month. Employment plunged by 2,700, or 2,200 more than seasonally expected, as poor markets brought a host of new closures and cutbacks. Logging was the big loser with 1,300 fewer workers while sawmills and veneer/plywood each lost 500 jobs. At 59,300, Oregon's lumber and wood products employment is now at the lowest November level since 1982 and the lowest level of any month since April 1983. In the past year alone, 8,200 lumber industry workers have become extinct.

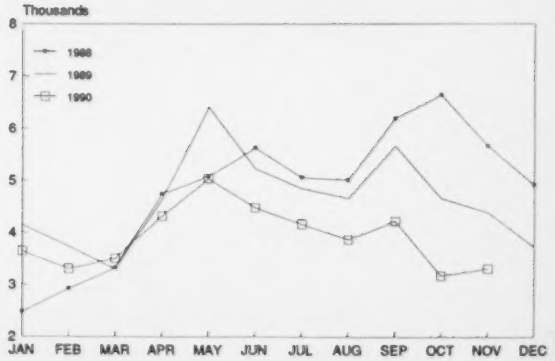
The wood products industry actually started 1990 on a relatively strong note due to unusually mild winter weather and the resumption of timber sales activity on the region's federal forests late last year. Tight log supplies coupled with concern over the possible listing of the northern spotted owl as a threatened or endangered species drove timber sale prices sky high a year ago. On a seasonally adjusted basis, lumber industry employment averaged 67,500 during the first quarter of 1990. Since March, however, it's been all downhill with November's adjusted employment level down by 9,000 over this eight-month period.

The industry's problems this year have once again been a combination of many factors including cost and availability of logs, environmental restrictions, and falling demand and

INITIAL CLAIMS FOR UI BENEFITS
STATE OF OREGON, 1988-90



NONAG JOB OPENINGS UNFILLED 30+ DAYS
OREGON EMPLOYMENT DIVISION



prices for finished wood products. Although much more federal timber was sold in 1990 as required by Congress, its price was very high. The nation's deteriorating economy, especially since last summer, and the deepening slump in the U.S. construction industry now make it uneconomical for much of Oregon's high-cost lumber industry to continue operating.

Despite the dismal picture for this key manufacturing industry, Oregon's economy continues to show solid job growth from one year ago. Total employment in November declined seasonally from October, but was still a hefty 41,800 above last year's November level. And nonfarm wage and salary employment, a more reliable measure of job change, was 31,200 higher (+2.5%) than last year. But year-to-year growth is definitely slowing and was the smallest so far this year in November (see graph).

. . . economic growth continues at a slower pace but Oregon still ranks quite well compared with most other states.

October's annual job growth gain was only a tad stronger at +2.6%, but this still earned Oregon the distinction of having the ninth-fastest rate of annual job growth of all the states. We didn't fare nearly as well, however, in the manufacturing employment comparison ranking 30th (-1.6%).

All things considered, Oregon's economy put on a "kinder and gentler" performance in November and over the past year than did the U.S. economy, although the lumber and wood products industry was the major exception. In general, economic growth continues at a slower pace but Oregon still ranks quite well compared with most other states. Will this favorable pattern continue in 1991 or will Oregon's long economic expansion finally come to an end as it has nationally? We'll look at this question next month. It's a close call today, but then a lot can happen in a month these days . . . □

AVERAGE HOURS AND EARNINGS OF OREGON INDUSTRIAL PRODUCTION WORKERS[1]

	Average Weekly Earnings			Average Weekly Hours			Average Hourly Earnings		
	Oct.[2] 1990	Sep.[3] 1990	Oct. 1989	Oct.[2] 1990	Sep.[3] 1990	Oct. 1989	Oct.[2] 1990	Sep.[3] 1990	Oct. 1989
TOTAL MANUFACTURING[4]	$445.76	$451.88	$433.36	39.8	40.6	40.2	$11.20	$11.13	$10.78
Durable Goods	455.54	465.12	447.01	40.1	40.8	40.6	11.36	11.40	11.01
Lumber & Wood Products	437.86	457.88	449.75	39.2	40.7	40.3	11.17	11.25	11.16
Logging & Sawmills	474.40	490.05	484.38	39.5	40.4	40.5	12.01	12.13	11.96
Veneer & Plywood	413.44	447.99	445.26	38.0	41.1	41.0	10.88	10.90	10.86
Millwork & Structural	374.14	389.23	357.44	39.3	40.8	38.6	9.52	9.54	9.26
Mobile Homes	378.68	374.40	353.19	40.2	39.0	38.1	9.42	9.60	9.27
Other Wood Products	429.04	456.18	429.60	39.8	42.2	40.3	10.78	10.81	10.66
Furniture & Fixtures	389.38	363.68	398.60	38.1	37.3	39.9	10.22	9.75	9.99
Primary Metals	514.76	518.93	503.03	40.5	40.7	41.3	12.71	12.75	12.18
Fabricated Metals	413.03	420.80	403.13	39.6	40.0	39.6	10.43	10.52	10.18
Machinery (Ex Electrical)	443.19	440.75	444.71	39.5	39.6	40.1	11.22	11.13	11.09
Nondurable Goods	421.11	418.55	398.27	39.1	39.9	39.2	10.77	10.49	10.16
Food & Kindred Products	341.38	337.11	326.17	38.1	39.8	38.6	8.96	8.47	8.45
Canning & Preserving	297.11	299.43	283.78	37.8	40.3	38.4	7.86	7.43	7.39
Other Food Products	419.12	428.02	413.79	38.7	38.7	39.0	10.83	11.06	10.61
Textile Mill Products	294.58	268.25	266.81	40.8	37.0	36.6	7.22	7.25	7.29
Apparel	261.85	268.99	274.19	37.3	38.1	40.5	7.02	7.06	6.77
Paper & Allied Products	658.98	663.64	654.46	42.0	41.4	43.0	15.69	16.03	15.22
Printing & Publishing	494.31	507.52	445.28	38.8	39.1	37.2	12.74	12.98	11.97
Construction[4]	606.76	624.88	577.60	38.5	39.7	38.1	15.76	15.74	15.16
Communications & Utilities[5]	580.58	606.48	552.15	40.6	42.0	40.9	14.30	14.44	13.50
Trade[5]	324.48	343.32	324.68	34.3	35.8	35.1	9.46	9.59	9.25
Wholesale Trade	434.33	455.90	437.58	38.2	39.2	39.6	11.37	11.63	11.05
Retail Trade	266.94	285.42	266.66	32.2	34.1	32.8	8.29	8.37	8.13
Banking & Insurance[5]	365.81	388.86	360.84	37.1	39.2	38.8	9.86	9.92	9.30
State & Local Government	424.26	444.08	401.89						

[1]Figures are average gross hours and earnings of full and part-time worked or paid for, including overtime and shift premium pay. Prepared in cooperation with the U.S. Department of Labor. All data are based on the 1987 Standard Industrial Classification (SIC) codes.
[2]Preliminary
[3]Revised
[4]Data for production workers only and exclude administrative, supervisory (above working foremen), technical, sales and office personnel.
[5]Data for nonsupervisory employees only, excluding proprietors and executive personnel. Data for retail trade excludes eating and drinking places.

INDEX OF ARTICLES - 1990 OREGON LABOR TRENDS

Virlena Crosley

The 1990 Economic Outlook

After two banner years in 1988 and 1989, Oregon's 1990 economy will be no super nova. Oregon can expect slower employment growth and the first annual increase in unemployment since 1982. However, Oregon should again out-perform the nation which appears to be teetering on the brink of recession.

Nonresidential construction employment is expected to slow, however, residential construction will remain strong. Oregon's lumber and wood products industry will continue to face slumping demand, higher costs, and a shortage of timber supplies. Federal timber harvests are expected to significantly decline due to new forest plans and the possible listing of the northern spotted owl as an endangered species; Jan., page 4.

The 1990s Job Revolution—Facing the Facts

Discusses the workforce crisis that threatens America and highlights one community's effort that is addressing this critical issue. Focuses on the Salem/Keizer Community Youth Employment Program during 1988-89 and 1989-90 academic years; Jan., page 7.

Job Growth Revised Upward

The 1989 benchmark revisions of 1988 and 1989 employment data resulted in significantly stronger growth than earlier estimated. Annual average employment for 1988 was revised upward by 3,700 (+0.3%), while the 1989 average increased by 10,700 (+0.9%). New 1987 SIC Manual used for publication of benchmarked data means some industry data will not be comparable with 1987 and before; Feb., page 10.

Minimum Wage Rises

Oregon's minimum wage increased from $3.85 to $4.25 an hour on January 1, 1990. A smaller federal minimum wage and increase ($3.35 to $3.80 an hour) occurred in April 1990; Feb., page 12.

The Consumer Price Index—Methods, Uses, and Limitations

Gives historical perspective of the CPI-U and CPI-W and discusses how they are calculated. As the most widely used U.S. Government-provided inflation statistic, CPI fluctuations affect virtually every American. Weaknesses or limitations of the CPI include that it: cannot be used to compare living costs between different locations; does not provide data separately for population subgroups such as the elderly; or is not as precise for use by nonurban residents as it is for urban residents; March, page 4.

Poll Finds Americans Need Career Information

Summarizes a 1989 survey conducted by The Gallup Organization. The survey found that two-thirds of adult Americans would try to get more career option information if they could chart their career paths again. Also, while adults believed schools were spending enough time preparing students for college, they thought more could be done in helping students develop skills for finding jobs after high school; March, page 12.

Down on the Farm

Discusses complications caused by the Immigration Reform and Control Act of 1986 (IRCA). Although IRCA seems to have reduced the influx of undocumented workers, it has increased paperwork by employers. IRCA also may not be flexible enough to provide seasonal farm labor in adequate numbers in 1990-93. Adequate housing and employer profit margins also complicate farm labor situations; April, page 6.

Economic Indicators of Industrial Health

A look at Oregon's lumber and wood products industry shows lumber production levels have declined with increasing volatility over the last four decades. Facing many changes, this industry is still expected to be a significant part of Oregon's economy for years to come; April, page 8.

Technical Labor Shortage Evident in Alien Wage Determination

The Employment Division's role in the alien certification process is limited to determining the prevailing wage for the position offered by the employer to the alien and listing the job opening to determine if there are qualified U.S. workers available; April, page 10.

Is Oregon's Workforce At Risk?

Discusses trends cited in the newly released Employment Division report entitled *Oregon Workforce at Risk*. Key trend is that Oregon's workforce may not match changing jobs and new jobs; May, page 7.

Slow Oregon Wage Growth

Average weekly earnings for manufacturing production workers in Oregon and each of the four MSAs have failed to keep pace with inflation during the 1980s; May, page 9.

Basic Skills for Tomorrow's Workforce

Emphasizes the skills and characteristics employers will be looking for in employees over the next ten years including proficient math skills; ability to read, write, and speak effectively; ability to work interdependently with other employees; and good basic work habits; May, page 11.

Timber Famine in the Nation's Wood Basket

Summarizes economic implications of the proposed northern spotted owl conservation strategy. Article is based on an in-depth analysis by the Oregon Department of Forestry and Oregon State University's College of Forestry. Prospects for the timber industry depend on the ingenuity and wisdom of its workers, owners, and state and national policymakers in making wise investments in the future; July, page 5.

Recent Trends in Oregon's Employment and Residential Building

Discusses two main reasons Oregon's residential construction rose from 1987 to 1989 while housing starts dropped nationwide: Oregon's population and economy grew rapidly and low vacancy rates; Aug., page 5.

Oregon's Strategic Plan—An Update

Updates *Oregon Shines*, a long-range economic strategy for Oregon, which resulted in the Legislature adopting a new concept, the Oregon Progress Board. The Progress Board drafted over 100 measurable goals to be presented to the 1991 Legislature in *Oregon Benchmarks*; Sept., page 4.

Oregon Housing Agency Makes Housing for Workers a Priority

Summarizes requirements for the 1990 Low-Income Housing Tax Credit Program. Incentives offered to developers who provide low-income housing and employers who become a general or limited partner in a housing project; Sept., page 5.

County Per Capita Income Data Released

Includes table showing per capita personal income by county for 1987 and 1988. Oregon's statewide per capita income grew at a real rate (adjusted for inflation) of 2.8%; Sept., page 6.

Beyond Workforce 2000

Compares Oregon's key economic, education, and job training statistics to those of Denmark, Sweden, and Germany. Offers perspective that for Oregon to effectively compete worldwide, government, employers, workers, and educators must form active partnerships and work together to build a workforce prepared to meet the future; Oct., page 6.

The Poor: Let Us Now Praise the Victims

Discusses factors that contribute to the poverty rate. The 1989 poverty rate remains higher than for any time during the 1970s. Indicates that we are far from eliminating poverty and because of a decline in real income and long-term job security, many people feel more insecure now than in the several decades of prosperity following WWII; Nov./Dec., page 4.

Upgrading Workplace Skills: Whose Job?

Lists different strategies to upgrade the workforce and discusses whose job it should be. Offers opinion that many businesses are realizing that even when they purchase sophisticated new equipment, the "people factor" is key to increased productivity, and proper training is an important investment; Nov./Dec., page 7.

Employers' Corner:

Applause, Refocus, and Request—Oregon's Job Service Employer Committee National Convention (JSEC); April, page 12.

Changing Workforce Impacts Employers; May, page 12.

Temporary Services Employment Growth; June, page 7.

Making a Difference—Education; Aug., page 8.

Oregon's Job Service Employer Committee (JSEC) Annual Conference; Sept., page 8.

Crosley Named to Research Post; Oct., page 8. □

1990 OREGON POPULATION SURVEY

Paul Warner

(Editor's note: Paul Warner, State Economist for the Oregon Executive Department, chairs the Oregon State Demographic Task Force.)

In 1988, Fred Miller, Director of the Oregon Executive Department, appointed a task force to examine the implications of changing demographic patterns for Oregon's residents and their government. The task force consisted of representatives from state government agencies. After hearing from academic experts and researchers from other states, the task force concluded that fundamental demographic changes occurring on a national scale had important ramifications for Oregon as well.

. . . compared with the U.S. Oregon has unique characteristics such as an older population . . . less ethnic diversity, and more rural residents.

The task force recognized that national trends toward slower labor force growth, changing age composition, growing ethnic diversity, and changing characteristics of the poor have had and will continue to have an impact on Oregon's demographic makeup. However, evidence also indicates that compared with the U.S. Oregon has unique characteristics such as an older population (fewer children and more elderly), less ethnic diversity, and more rural residents. Moreover, the state has begun to experience rapid in-migration once again after several years of out-migration in the early 1980s.

The task force discovered that the information necessary to assess Oregon's demographic patterns was unavailable. The most recent detailed, comprehensive state data was the 1980 U.S. Census of the Population. Further, the detailed portion of the 1990 Census is unlikely to be available prior to 1993. The solution: a statewide telephone survey of 3,200 households.

A household survey conducted simultaneously with the census allows for benchmarking the data with the census when it becomes available to adjust for any biases introduced by using phones instead of going door-to-door. The survey can then be updated every two years to provide high quality current information on important demographic variables such as education level, income distribution, age, ethnic composition, and poverty. This information can be used to profile different groups of Oregonians such as those living in poverty, the elderly, those in the lumber and wood products industry, and new residents. Further, the sample was drawn in such a way as to allow for the division of respondents into eight regions of the state. Each region consists of 400 respondents, enough to use the results to infer characteristics about the regional population with a reasonably high degree of confidence.

The survey was conducted by Bardsley and Neidhart, Inc., of Portland between May 15 and June 28 of this year. Analysis of the results has only just begun, but the summary statistics are already having an impact on some established perceptions. A summary of some major statewide statistics can be found in the accompanying table.

The results indicate that Oregon's median age is 33 years old, median annual household income is $25,585, and the state's population is 94% white. All of these results conform to expectations and indicate that the sample is likely to be representative of the overall population. The poverty rate appears to be somewhat lower than expected at 9% of households, but this is likely due to missing a disproportionate number of poor households who do not have phones. Benchmarking against census data will be particularly useful in this case.

Some of the other summary statistics from the accompanying table are less intuitively obvious. Of working respondents, 62% are in "white collar" occupations and 68% of households own their home. Of Oregonians over 25 years old, 47% have no college education while 13% have not received a high school diploma or GED. In addition, 16% of residents do not have health insurance (public or private). Finally, Oregonians are highly mobile with 47% of respondents having lived at a different address five years ago.

Since World War II, the nation has never entered a recession . . . with an unemployment insurance program that reached so small a proportion of jobless workers.

The most interesting use of the data for public policy purposes or for business marketing applications is to identify subgroups and compare their characteristics with the overall population. For example, although 13% of Oregon adults do not have a high school diploma/GED, 22% of those who work

in the lumber and wood products industry have not completed high school. This has important implications for training programs aimed at helping timber-dependent communities. Another important subgroup for government policy are those living in poverty. Children below age 10 make up 15% of the total sample yet they constitute 23% of people in poverty. The implications of this statistic for Oregon's future are obvious.

A subgroup which has received a lot of interest over the past two years is new residents. The survey differentiates between Oregonians who lived in the state five years ago and those who lived out-of-state. A table comparing demographic and economic characteristics between the two groups is available from the author. Although a widespread perception exists that a large number of new residents are retirees, in terms of gross migration, this is not the case. Recent migrants tend to be younger, have less income, and live in lower valued homes than established residents. They also tend to be in higher skilled occupations and have more education. These last two characteristics have important implications for the future of the Oregon economy. Finally, about 33% of new residents come from California, similar to the historical proportion of in-migrants moving up from the Golden State.

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The demographic survey will be a very important tool for examining a wide variety of state policy issues and provide valuable insight into how Oregon is changing. The Demographic Task Force is now working in conjunction with faculty at the University of Oregon, Oregon State University, and Portland State University to comprehensively analyze the results of the survey and assess the implications of these new data. If you would like further information or a copy of the survey data, contact Paul Warner at (503) 378-3405. □

SELECTED OREGON DEMOGRAPHIC INFORMATION -1990

Age:	Median = 33 years Over one-fourth (26%) are under 18 years of age
Household Income:	Median = $25,585 Almost half (47%) earn less than $25,000 annually
Poverty Level Households:	9%
Gender:	53% female; 47% male
Race:	94% white; 6% minority
Occupation:	62% in three categories -- professional/managerial/owner (34%), clerical (14%), and service (14%)
Major Industries:	Retail trade (17%), service (13%), government (8%), and lumber & wood products (6%)
Education:	Almost half (47%) have no college education; 13% have not received a HS diploma/GED; 8% have a post-grad education (16+ years)
Health Insurance:	Approximately 447,000 Oregonians (16%) have no health insurance
Home Ownership:	68% own their home. Median home value -- $73,520
Mobility:	47% did not live at current address five years ago

Source: Bardsley and Neidhart, Inc.

BEL - AN OLD SOUND WITH A NEW RING

Ken Lux

A longtime goal of the Oregon Employment Division was recently achieved by the creation of an establishment-based employment and payroll data base. Beginning with the first quarter of 1990, employers with multiple physical locations (i.e., establishments) in Oregon are required to report their monthly employment and total quarterly payroll by separate location if they have more than ten employees outside of their "primary" location.

This dynamic improvement to the quality of the data that defines and describes Oregon's economy has been made possible through the combined efforts of the Oregon Employment Division and the U.S. Bureau of Labor Statistics. (The Bureau has been given the responsibility by Congress to work within the structure of the Covered Employment and Payroll [ES-202] program to collect this data.) The ES-202 is one of the Federal-State cooperative programs designed to collect and publish statistical information for use by federal, state, and local government as well as the private sector.

This enhanced data base, known as the Business Establishment List (BEL), represents a major commitment by the federal government to work with the states to improve the quality of information that is used to allocate millions of tax dollars at the federal, state, and local levels.

The BEL project, as it is most frequently called, combines employment and payroll data with other information on Oregon employers such as the address where the work is actually performed as well as identification of the kind of business being operated at each location.

Through the efficiency of improved computer systems and minimal additional staffing, the Bureau and the states have been able to develop this data base at minimal cost to the taxpayers. At the same time, considerable effort has been made to reduce the burden placed on employers by these new reporting requirements without compromising its quality.

Improved, simplified, and standardized reporting forms have replaced more labor-intensive and lengthy ones. At the same time, considerable effort is being made to work with those employers who, for one reason or another, have difficulty meeting the reporting requirements.

By focusing the attention of those who work in statistical research programs, such as the BEL project, on the details of employment and payroll at the establishment level, others who rely on the accuracy of information concerning the health of Oregon's economy can do so with increased confidence. For example, some use part or all of this information to forecast the potential for growth based on past employment history of the companies in our communities. Given the ever-increasing cost of educating America's youth, as well as those who seek to enhance their education later in life, having accurate and unbiased employment information for the community in which you live, or would like to live, becomes critical.

Looking at this information from the perspective of a local government planner or city council, knowing that the total employment for the ACME Manufacturing Company actually represents several different plants in various locations is vitally important. Suppose, for example, the company has several hundred employees. A loss of 20 or 50 employees may actually be caused by the closing of a plant in my city or county rather than the loss of a few employees at each location. The true impact of that loss is far greater in the former case, especially for the community where the plant is located.

The goal of the BEL project is identical to that which guides the other statistical programs operated by the Employment Division, namely, to provide the best, most complete, accurate, and timely labor market information that is possible. □

WELFARE REFORM: MOVING FROM WELFARE TO WORKFORCE

Stephen Minnich

(Editor's note: Stephen Minnich is the Administrator of the Oregon Adult and Family Services Division.)

Oregon's welfare system is changing. In October 1990, the state's "welfare reform" program began, and it will mean a difference for many welfare recipients.

But the difference won't only be in rules and regulations the welfare client must follow. For many people on public assistance, the difference will be getting an opportunity to improve their lives. Welfare reform can mean a chance to get off welfare and into a job that allows clients to support their families.

The full name of the welfare reform program is "JOBS for Oregon's Future," and it went into effect October 1. In many parts of the state, the program will phase in gradually, so welfare recipients may not see immediate changes.

What are some of the changes that the program will make? Instead of requiring many people on welfare to look for a job in order to qualify for benefits, the new program gives them help in finding out why they aren't able to get work.

Do they need more education, need to improve their self-esteem, or practice their job interview skills? Do they understand the rules of the workplace? Together, the client and welfare worker will decide what the client needs to learn to be successful. Then they will set up an "employment plan," a program of education and training courses designed to provide the skills and attitudes needed to get a job.

If clients need to complete a high school education, they can be enrolled in different types of educational programs at high schools or community colleges.

Classes in "life skills" and "job readiness" can also be part of these plans. Those programs will help boost self-image, teach people how to communicate effectively, handle stress, and manage their finances. The programs will be operated by agencies and organizations in local communities.

While clients are in education and training courses, they will still receive their welfare grants, and their child care and other needed services will be paid.

The people who go through the welfare reform program will get help in finding a job — not a "dead end" job with no future, but one that provides a way off public assistance and onto a secure career path.

Making that change, from being on welfare to having a job, can be difficult. Under welfare reform, the clients who take jobs will get extra help in the months after they leave welfare. Most people will qualify for help with child care costs under a state subsidy program, and the amount they receive from that program has been increased. Clients can also remain eligible for Medicaid coverage for as long as a year, instead of four months under the present system.

Getting child support payments often makes a big difference for welfare families, and the new welfare reform program provides more help in that area. There is an expanded program to help identify the father of a child and then get a court order for child support payments.

Teenaged parents are an important part of the welfare reform program. Often, these clients need to finish their education before they can find work. Under the new program, teenaged parents 16 and older who don't have a high school diploma or GED must study toward a diploma in order to keep getting their portion of the welfare grant.

Along with that high school education, teenagers often will attend classes on how to be a better parent and will learn other skills they will need to succeed.

Welfare reform programs will not be exactly the same throughout the state. There are two reasons for this. First, local planning boards have been set up to decide how the program will be operated in different areas. Secondly, because of a limited budget, a full welfare reform training program cannot be operated throughout the state.

In the seven areas of the state which were served by the "New JOBS" pilot program, there will be a variety of courses offered in the welfare reform program. In other areas of the state, the program will offer fewer types of training courses during the first nine months it operates.

Also, because of the limited budget welfare reform will not be able to serve all welfare recipients. There are certain groups which welfare reform is specifically designed to help, and clients who fall into those groups may be required to participate. But even if a person is not in one of these groups, he or she can volunteer for the program.

There have been other job training programs for people on welfare in the past. These had names such as JOBS, New JOBS, or WIN. The welfare reform program that began in October replaces those programs.

One thing that differentiates "JOBS For Oregon's Future" from prior attempts at solving welfare problems is that it is a cooperative effort. Five state agencies — Adult and Family Services, the Oregon Economic Development Department, Department of Education, Employment Division, and the Office of Community College Services — are all working together to move people off welfare and into the workforce.

The U.S. Congress passed the welfare reform law to help people on welfare become financially independent. Welfare reform is also meant to prepare more people to fill jobs in the nation's economy. The state is working toward those same goals as it begins its own welfare reform program in Oregon. □

FEWER UNEMPLOYED COLLECT JOBLESS BENEFITS

Pete Dissmore & Jeff Hannum

A relatively small proportion of unemployed workers (33% nationwide) collected jobless benefits in 1989. That is down from 75% in 1975, according to an article in the November 1990 *Changing Times* magazine. Although the article neglects to point out that 1975 and 1989 were both atypical years comparing a recession year with one of the best years of the 1980s, the fact remains that the ratio of unemployment insurance (UI) recipients to total unemployed nationally has dropped in the last several years to the lowest level since the 1930s. In the mid-1970s, UI coverage soared primarily because Congress temporarily extended the duration of UI benefits from 26 weeks to as much as 65 weeks to help bring the nation out of a deep recession.

Citing information from Urban Institute unemployment expert Wayne Vroman, the *Changing Times* article gave several reasons for the current low level of UI coverage: "a relative decline in manufacturing jobs (people regularly laid off and rehired qualify most easily for benefits); more low-paid retail and food-service workers quitting (voluntary leave rarely qualifies); heavy migration to southern and southwestern states (where requirements to qualify are stricter); and the failure of many jobless people to apply, thinking they're not eligible for benefits."

Unemployment insurance programs are designed to provide partial replacement (approximately one-third) of wages lost during a temporary period of unemployment. These programs temporarily maintain the purchasing power of unemployed workers and consequently reduce the negative economic effects on communities. This is especially true during times of recession when unemployment is quite high, and any type of federal or state spending is effective in stimulating the economy.

With this in mind, coupled with the structural changes occurring in the nation's economy and recent signs of recession, some questions arise whether the present UI system can effectively respond to the challenges ahead. In an August 1989 report entitled *Unprotected: Unemployment Insurance and Jobless Workers in 1988*, the Center on Budget and Policy Priorities in Washington D.C. examined the issue of declining UI coverage in the 1980s. The report stated:

"Since World War II, the nation has never entered a recession — the part of

UNEMPLOYMENT INSURANCE COVERAGE BY STATE, 1989

	Unemployment Rate	Number of Unemployed (Thousands)	Percentage Covered by UI	Rank
Rhode Island	4.1	21	67.3	1
Massachusetts	4.0	127	67.2	2
Alaska	6.7	17	58.7	3
Dist. of Col.	5.0	16	50.9	4
New Jersey	4.1	163	50.2	5
Pennsylvania	4.5	264	48.7	6
Maine	4.1	25	46.5	7
Connecticut	3.7	64	45.8	8
Vermont	3.7	11	45.6	9
California	5.1	737	44.9	10
Idaho	5.1	25	44.8	11
Wisconsin	4.4	114	40.4	12
New York	5.1	442	40.1	13
Washington	6.2	151	39.9	14
Hawaii	2.6	13	39.7	15
Oregon	5.7	84	38.7	16
Kansas	4.0	52	38.0	17
Minnesota	4.3	102	37.2	18
Tennessee	5.1	121	35.2	19
Michigan	7.1	326	33.8	20
North Carolina	3.5	119	33.4	21
Missouri	5.5	143	32.9	22
North Dakota	4.3	14	32.4	23
Delaware	3.5	13	32.1	24
Maryland	3.7	93	31.5	25
Nevada	5.0	30	31.3	26
Montana	5.9	24	30.4	27
Arkansas	7.2	82	30.2	28
Nebraska	3.1	25	30.0	29
Ohio	5.5	300	29.5	30
Illinois	6.0	359	28.6	31
South Carolina	4.7	80	27.7	32
Iowa	4.3	65	27.3	33
New Hampshire	3.5	21	26.9	34
Kentucky	6.2	108	26.5	35
New Mexico	6.7	46	24.9	36
Alabama	7.0	134	24.8	37
West Virginia	8.6	66	24.5	38
Louisiana	7.9	151	24.5	39
Mississippi	7.8	91	24.3	40
Colorado	5.8	98	23.9	41
Wyoming	6.3	15	23.8	42
Indiana	4.7	136	23.8	43
Utah	4.6	37	23.6	44
Georgia	5.5	177	22.0	45
Arizona	5.2	89	21.1	46
Oklahoma	5.6	85	19.9	47
Texas	6.7	567	19.5	48
Virginia	3.9	123	17.6	49
Florida	5.6	348	17.0	50
South Dakota	4.2	15	16.6	51
United States	5.5	6,528	33.0	

Source: U.S. Department of Labor data compiled by the Center on Budget and Policy Priorities, Washington, D.C.

the economic cycle in which unemployment benefits are most needed to provide economic security during spells of unemployment — with an unemployment insurance program that reached so small a proportion of jobless workers. Nor has the nation entered a recession with the federal deficit so large, making it unlikely that the unemployment insurance system will be broadened to the extent that occurred during previous recessions."

The report also showed that the ratio of workers collecting unemployment benefits to the total number of unemployed varies widely among the states. In 1989, for example, UI coverage ranged from a low of about 17% of unemployed workers receiving benefits in South Dakota and Florida to a high of over 67% in Rhode Island and Massachusetts (see accompanying table).

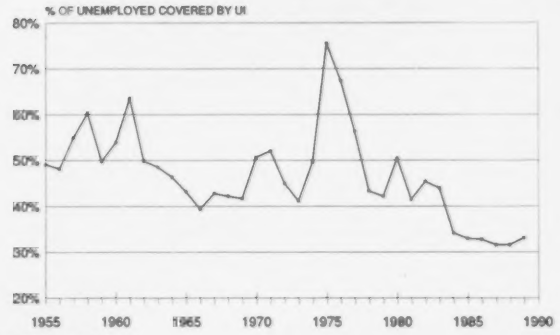
While Oregon compared relatively well with the nation (38.7% versus 33%), nearly two-thirds of all unemployed Oregonians did not receive any UI benefits in 1989. For those who did, the average jobless benefit was about $154 a week for 13 weeks. In 1990, Oregon's weekly benefit amount ranged from a minimum of $57 to a maximum of $247 for up to 26 weeks.

Since the UI system is designed to partially replace income lost due to short-term unemployment, the *Changing Times* article raised the question whether the present system still fits the times:

"It best serves workers in construction and the auto industry, who are often furloughed but return seasonally or when sales improve. Arguing that many lost jobs are permanent sackings, the Committee for Economic Development, an organization of corporate chief executives and university presidents, recommends earmarking unemployment funds for retraining and giving lump sums to people who must move to find a job. There have been experiments with that, but its likelihood is remote because social service budgets are slim."

Despite tight budgets, Oregon and the nation will need to find ways to help the majority of unemployed workers who either do not qualify for UI benefits or who exhaust their benefits due to long-term unemployment. Whether financed, in part, by the unemployment insurance system or some other means, it is essential that we increase the investment in training and re-training workers, especially those who are displaced permanently by a changing economy. □

FEWER U.S. UNEMPLOYED WORKERS
COLLECT JOBLESS BENEFITS



Source: U.S. Dept. of Labor data. Compiled by Center on Budget and Policy Priorities, Wash. D.C.

AMERICANS WITH DISABILITIES

Sandi Hadley-White

On July 26, 1990, President Bush signed the Americans with Disabilities Act (ADA) into law. There are four sections to the act; employment, transportation, public accommodations, and telecommunications. The employment section will have the greatest impact on employers nationwide. While the regulations to implement the Act will not be available until spring 1991, the following summary of the employment section of the Act is provided as a guideline for your convenience. It is not intended to predict exactly what the regulations will require.

Any employer with 15 or more employees is subject to the provisions of ADA as of July 26, 1994. Those with 25 or more employees will be subject as of July 26, 1992. No covered employer will be permitted to discriminate against a person with a disability in hiring, firing, compensation, advancement, training, etc. Employers will be required to make reasonable accommodations for otherwise qualified applicants with disabilities, unless the employer can show that doing so would cause undue hardship. The term "reasonable accommodations" includes making existing facilities accessible and making changes in job structure or scheduling where it is necessary to allow a person with disability to perform a job. "Undue hardship" is an action imposing significant difficulty or expense. Such factors as business size and budget will be considered in determining whether an accommodation is reasonable or constitutes undue hardship.

Employers who fall within the other three general sections of the act will have additional requirements to meet. Transportation-related employers will need to meet requirements of their business that include specific requirements and timetables for making public transportation by bus and rail accessible to people with disabilities. Employers who own public accommodations also need to remove architectural and communications barriers in existing facilities where this is readily achievable. Under the Act, public accommodations include hotels, motels, restaurants, bars, theaters, concert halls, stadiums, auditoriums, bakeries, grocery stores, other retail establishments, laundromats, banks, offices of health care providers, pharmacies, museums, day care centers, and many others too numerous to mention here. Telecommunications service providers will be required to provide interstate or intrastate telecommunication relay services to hearing or speech-impaired people who use no-voice terminal devices (TDDs).

Individuals who believe they have been discriminated against will have the same remedies available to them as women and minorities had under the Civil Rights Act of 1964, namely injunctive relief and back pay in cases of employment discrimination. Injunctive relief could also include retrofitting new buildings built in violation of the accessibility provisions of ADA.

Our thanks to the Oregon Disabilities Commission (ODC) for their help in preparing this information. If you have further questions, the Commission is preparing to offer information and advice regarding ADA. They are forming a speaker's bureau. If any group is interested in having a speaker for a meeting, contact ODC at 378-3142 voice or 378-3599 TDD ONLY. □

INTERNSHIP PROGRAM BUILDS POSITIVE RELATIONSHIPS

Gin Denison

(Editor's note: Gin Denison is Deputy Citizens' Representative, Office of the Governor, and is a partner in a small business. She also serves as an Oregon Job Service Employer Committee vice-chairperson.)

In an ongoing effort to meet the needs of Oregonians, the Governor's Citizens' Representative Office has been provided with the unique opportunity to promote and operate an intern program. This program not only enhances the ability to serve the many Oregonians that contact the Governor's office, but has allowed the Citizens' Representative Office to refine and develop the internship program into a viable resource that can be utilized by all state agencies, colleges, universities, and the students themselves.

The Citizens' Representative Office has developed and now maintains relationships with four-year colleges and universities in several states as well as Oregon community colleges in an effort to provide quality internship opportunities to students. These internships also provide state agencies with students that will enhance the agencies' workflow at a minimal cost. Many colleges/universities provide students with the option of earning credit toward graduation for work done as an intern. The internships can be paid or unpaid. Students eligible for work-study funds have the option of participating in a paid internship that is funded jointly by their college and the host agency. Students can earn both credit and work-study funds if they are eligible and the college participates in both programs.

The internship program for the Citizens' Representative Office is an active partnership between state government, higher education, and the student. This opportunity brings students into our offices as active participants in a government work experience. It also serves as an excellent recruitment tool for future state employees. Interns with the Citizens' Representative Office spend from three to six months in an internship program. The intern is not expected to be a fully qualified professional. To learn by observation is one purpose of the intern program; to work with a mentor is another. Interns are given the opportunity to increase their knowledge and work responsibility over the course of the internship. The intern becomes aware of the many needs, concerns, and problems facing Oregonians and how they play an important role in resolving these issues. The intern learns more about state government and how it can work to benefit the citizenry. Interns learn to handle phone calls from citizens and to gather complete information; they provide case management of citizen issues, including making referrals to other state and federal agencies.

If you know of a college student that would be interested in an internship opportunity with the State of Oregon, or if you represent a state agency that would like to hire an intern, contact Gin Denison, Deputy Citizens' Representative, Office of the Governor, at 378-4582. This is a wonderful opportunity to build positive relationships between government, education, and local communities. □

JSEC SEMINARS

MOTIVATION AND COMMUNICATION
The Greenwood Inn
Beaverton, Oregon
January 22 . . . 7:15 a.m. - Noon
Call Donna Harris, phone 526-2751

SAFETY IN THE WORKPLACE
City Administration Building
Klamath Falls, Oregon
January 23 . . . 8:00 a.m. - Noon
Call Hilliard Blanchard, phone 883-5653

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